CAREER DEVELOPMENT
Ammunition Management
Contracting & Acquisition
General Intelligence
Engineering
EEO
Supply Management
Training
Comptroller
Housing Management

22 Department of the Army Career Programs

Civilian Human Resource Mgt

Comptroller

Safety & Occupational Health Mgt

Supply Mgt

Contracting & Acquisition

Quality & Reliability Assurance

Engineers & Scientists

(Construction & Non-Construction)

Materiel Maintenance Mgt

Physical Security & Law Enforcement

Quality & Reliability Assurance

(Ammunition Surveillance

Transportation Mgt

Manpower & Force Mgt

Housing Mgt

Equal Employment Opportunity

Education Services

Training

Ammunition Mgt

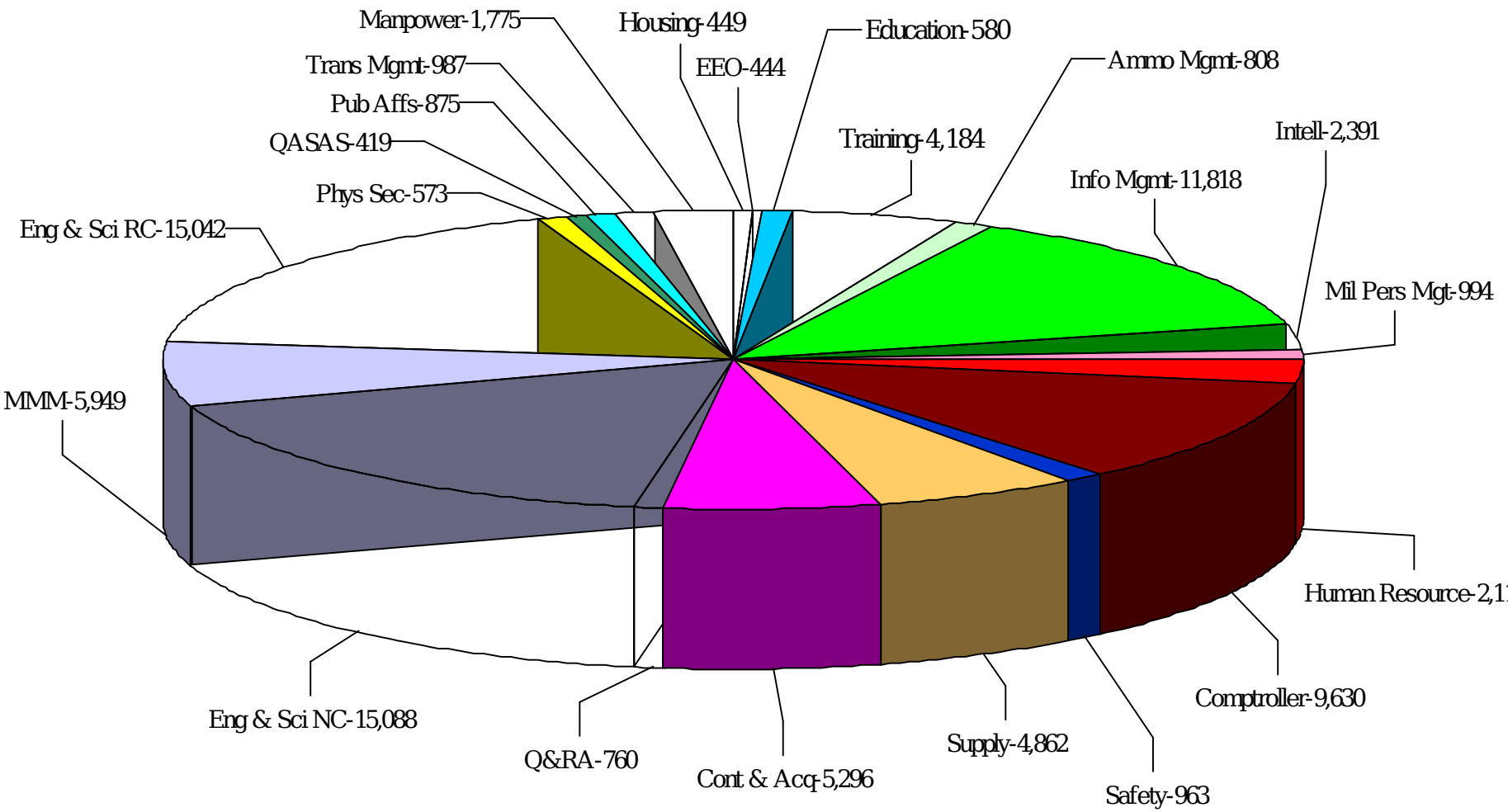
Information Technology Mgt

Intelligence

Military Personnel Mgt

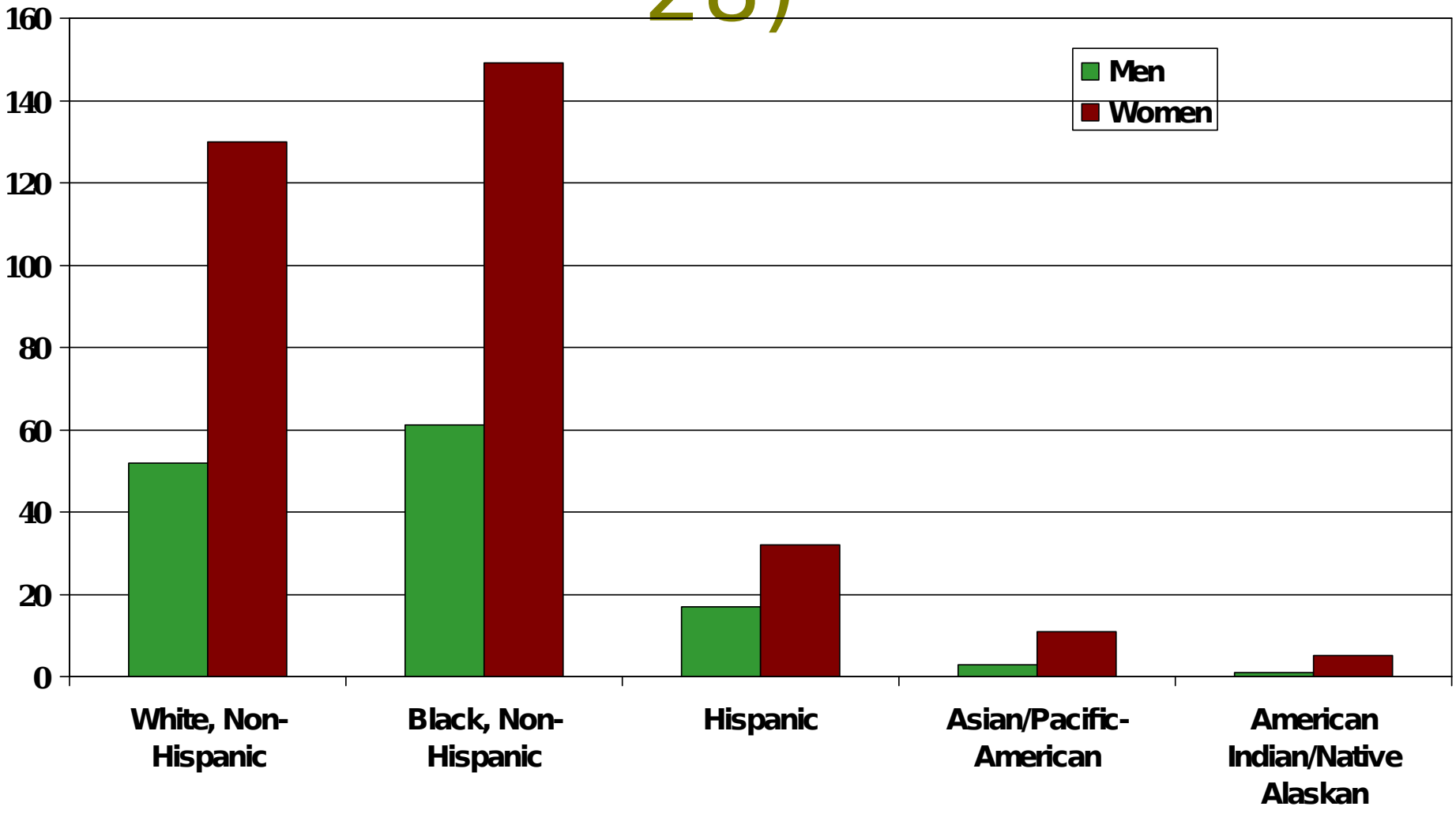
Department of Army - Civilian Career Program Strength

Total Strength: 88,006 as of ME Nov2002

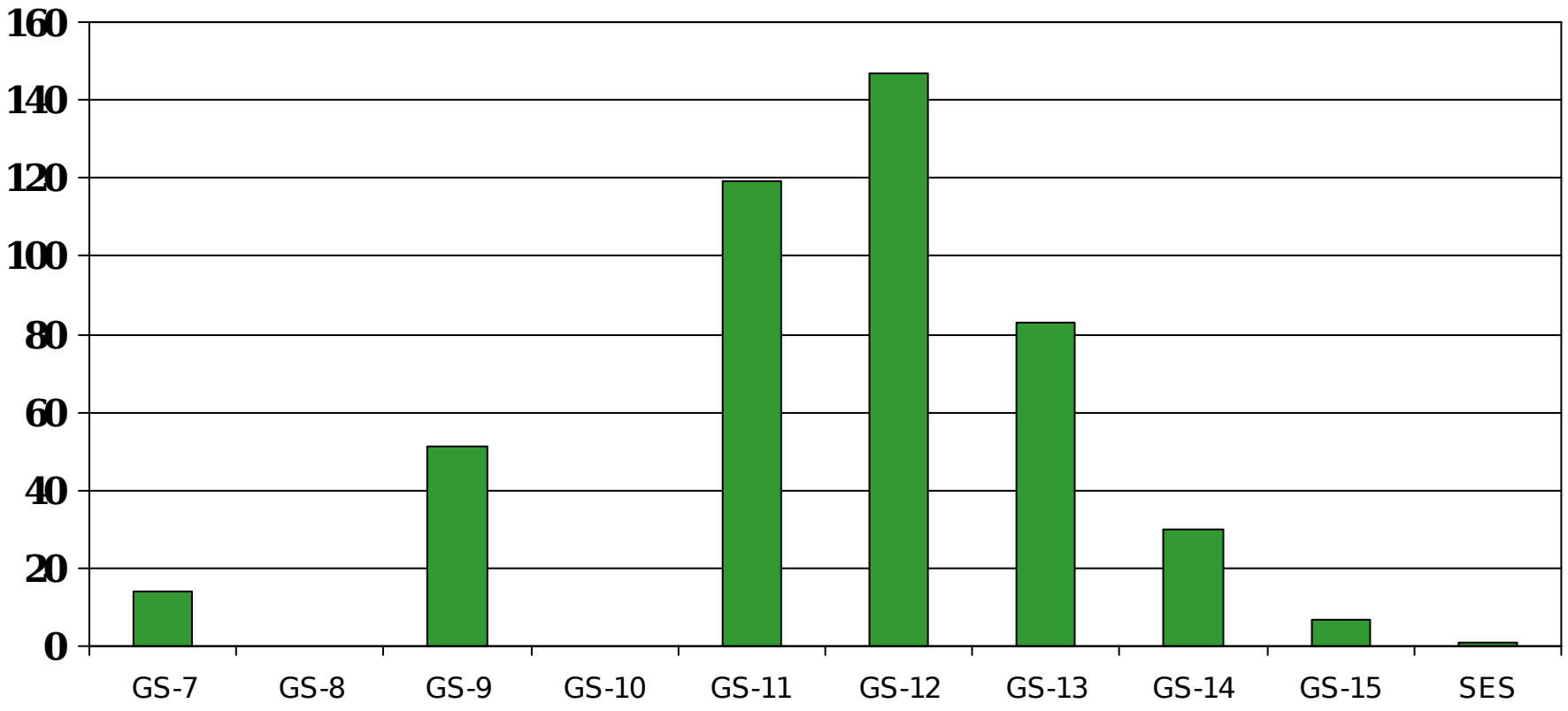


Data Source: HQ ACPERS, Dept. of Army Profile Summary As of ME Nov 2002
Note: In addition to the numbers shown here, we have 49 EEO Assistants in Occupational Series 361

RNO & Gender Profile of the EEO Career Field (CP-28)



CP-28 by Grade Level



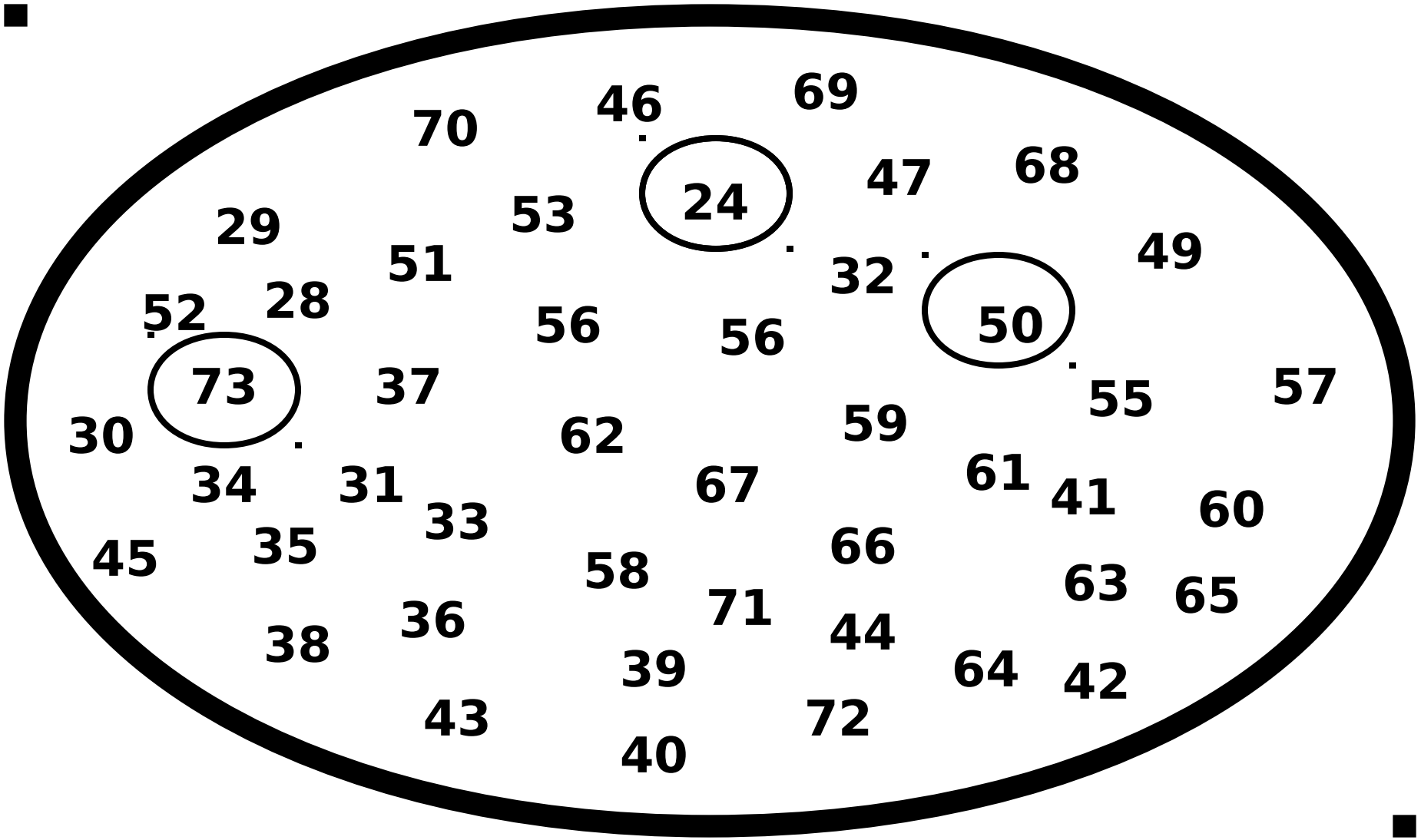
CP - 28 Ed Level Profile

- Less than High School (0)
- High School Graduate (212)
- Bachelors Degree (133)
- Masters Degree (69)
- Doctoral Degree (3)

- As of March 2003

CP-28 Age Profile

as of March 2003



EEO Career Program Initiatives

- Hire the Work Force of the Future Today
- Encourage continued professional development for EEO Careerists
- Continued awareness of (Army Civilian Training, Education and Development System (ACTEDS) funds availability and utilization

What we offer

- Centralized Referral & Selection Process
- Opportunities for Advancement
- Professional & Leader Development
- Excellent Training Programs
- Career Counseling
- Mentoring Programs
- Continental & Foreign Assignment Opportunities
- Diverse Careerist Populace

A World-Wide Profession

- Positions in:
  - Continental U.S.
  - Hawaii
  - Japan
  - Korea
  - Germany
  - Belgium
  - The Netherlands
  - Italy
  - Puerto Rico
  - And more!

Key Players

- ✔ Functional Chiefs & Functional Chief Representatives
- ✔ Career Program Planning Boards
- ✔ Career Program Managers (*MACOM & Installation*)
- ✔ Commanders
- ✔ Civilian Human Resource Management Directors
- ✔ Supervisors
- ✔ Career Program Employees

RECRUITMENT SOURCES

- ✓Apply for EEO vacancies via Army's Centralized Referral System - RESUMIX

  Army Resume Builder
  www.cpol.army.mil

  - ✓Department of the Army Civilian Entry-Level Intern vacancies (Centralized Selection Process)
  - ✓RESUMIX is the main portal for mandatory referral level positions in CP-28 (GS- 11 - 15)

- ✓ Presidential Management Intern (PMI) position (Graduate School) www.pmi.opm.gov
- ✓ Outstanding Scholar Appointment

  (Baccalaureate degree/any major/GPA 3.45 or in the top 10 percent in undergraduate class)

- ✓Student Career Experience Program (SCEP)
  - ✓5 Code of Federal Regulations § 213.3202

CP 28 Intern Development Process

Regular Interns

Centrally funded by Department of the Army

Entry Level GS-7 to Mid-Level GS-11

24 Month structured training program
(Formal & On the Job Training)

Website for DA Intern Vacancy Announcements

www.cpol.army.mil

click on: Entry Level "Civilian Career" (Non-Clerical)

Presidential Management Intern Program

Eligibility - Completing or expecting to complete a master's or doctor-level degree from an accredited college or university.

Nomination Process - Appropriate dean, director or chairperson of their from their graduate academic program.

Selection Process - Students participate in a structured one -day assessment center process. Selection as a PMI finalist is based on the student's participation and performance.

Appointment - Two-year internship. Initial appointment at the GS-9 grade level. Successful completion, may be eligible for conversion to a permanent Government position at the GS-12 grade level.

CP-28 RECRUITMENT HIRING EFFORTS

DA ACTEDS INTERNS

- FY 99: 5
- FY 00: 13
- FY 01: 14
- FY 02: 5
- FY 03 4

(PROJECTION)

PRESIDENTAL MANAGEMENT INTERN SELECTIONS

CLASS 1999: 1

CLASS 2000: 3

CLASS 2001: 0

CLASS 2002: 3

AS of 3/11/03 –Total of 21 Interns on-board

ARMY CIVILIAN TRAINING, EDUCATION AND DEVELOPMENT SYSTEM (ACTEDS)

SINGLE SOURCE DOCUMENT THAT OUTLINES PROGRESSIVE AND SEQUENTIAL TRAINING

The Trail Guide for Army's Future Civilian Leaders

WWW.CPOL.ARMY.MIL

Equal Employment Opportunity (CP-28)

General	Careerists at grades GS 11 and above are eligible to apply for professional development opportunities described below. Nomination forms for all assignments must be completed and forwarded to the FCR through the chain of command to be considered. Competition for funds is keen; therefore, submit nominations indicating your preferred assignment as early as possible
Developmental Assignments	• Careerists may elect a two to three month detail to an assignment determined to be career enhancing for the individual. A statement of interest must indicate how the desired assignment would be career broadening in conjunction with identified goals of the careerists. Developmental assignments may include a detail at the HQ Army level or with another Federal agency, or a congressional committee. Applicants may also request a specific assignment that provides exposure and experience in civil rights and related legislation/issues. Careerists are eligible to begin their assignments in October 2000. Career Program Managers should assist applicants in identifying suitable assignments. • Selected careerists will be funded only for travel and per diem as authorized in the Joint Travel Regulations. Salary and benefits will not be reimbursed.
University Training	Tuition assistance is available for attendance at a college or university within commuting distance of the work site. The courses must be to develop the applicant's job competence, support a planned career assignment, or enhance managerial and leadership skills. Examples of appropriate courses include organizational development, human relations, statistical analysis, topics in diversity and affirmative action, etc
Training-With-Industry (TWI)	Careerists may choose a corporation anywhere in CONUS for a two to three month assignment. The TWI assignment must offer exposure in such areas as equal employment opportunity, civil rights, workforce diversity or employee relations in order to broaden their EEO experience. Start dates are negotiable
Competitive Selection Procedures	Nominations will be reviewed for adherence to the above requirements. A panel headed by the Functional Chief Representative for Career Program 28 will make final selection.
Point of Contact	• Ms. Terry Quander, (703) 602-9659 (DSN) 332or e-mail: TerryQ@hqda.army.mil • Applications must be complete and forwarded to the FCR through the chain of command. Submit application packages to Mr. Luther Santiful, ATTN: SAMR-SFEOA, 1941 Jefferson Davis Highway, Crystal Mall 4, Suite 207, Arlington, VA 22202-4508. • Web site http://eeoa.army.pentagon.mil. • Web site http://www.cpol.army.mil/train/catalog/ch03cp28.html

CIVILIAN LEADERSHIP TRAINING

CORE CURRICULUM

(AR 690-400, Chapter 410/413)

INTERN

- ILDC (Intern Leadership Development Course) (on site)
- AODC (Action Officer Development Course) (Correspondence)

SUPERVISO

- SDC (Supervisory Development Course) (Correspondence)
- LEAD (Leadership Education and Development Course) (on site)

MANAGER

- MDC (Manager Development Course) (Correspondence)
- OLE (Organizational Leadership for Executives) (Resident)
- PME I/II (Personnel (Resident)

EXECUTIVE

- SES Training Conference (Resident)
- GO/SES Force Integration (Resident)
- CCL (Center for Creativ Leadership) (Resident)
- EO/EEO Orientation (Resident)
- APEX SES Orientation (Resident)
- Management for Executives)

SUSTAINING BASE LEADERSHIP & MANAGEMENT (SBLM)
ARMY MANAGEMENT STAFF COLLEGE
DEFENSE LEADERSHIP AND MANAGEMENT PROGRAM
SENIOR SERVICE COLLEGE

Mandatory

CCMODEL 032800

REGULATORY PROVISIONS
CAREER MANAGEMENT
AR 690-950
DA Pamphlet 690-950
located @ www.usapa.army.mil

- Governs the development, operation, and administration of Department of the Army (DA) civilian career programs.
- Establishes general requirements for merit placement and career management.

DEPARTMENT OF THE ARMY

EQUAL EMPLOYMENT OPPORTUNITY

AND CIVIL RIGHTS

1941 Jefferson Davis Highway
Crystal Mall 4, Suite 207
Arlington, VA 22202-4508

terry.quander@hqda.army.mil
703-602-9659

Presidential Management Intern Training

- Based on Master Intern Training Plan, each PMI creates their own IDP.
- 3 Phases, covering 2 years.
- Greater emphasis on rotations, exposure to all aspects of EEO, and leadership training.
- Very similar to DA intern training in most other respects.

Phase I

- 6 months in Office of EEO and Civil Rights
- 6 month rotation (EEO Compliance and Complaints Review, Nat'l Guard EEO)
- PMI Orientation and Workshop
- AEP, Complaints Processing Courses
- Attend as many conferences as possible to learn about the various special emphasis programs
- Formal training courses in leadership, EEO Counselor's Course, etc.

Phases II and III

- Totaling 12 months
- 2 month rotation to an Army EEO office in the field
- 2 month rotation to an external agency (ie EEOC, DOJ)
- Final 8 months back at Office of EEO/CR
- Formal training in personnel, staffing
- EEO Specialist Course, Special Emphasis Program course
- Another PMI leadership workshop upon completion of internship

An Army Internship – Ladder to Leadership

D evelopment of Future Leaders
A lways Out Front!

I ndividual Development Plan
N oncompetitive promotions
T ravel/training galore!
E xcellent opportunities for advancement
R esources dedicated to program
N etworking opportunities